

1705 Fair Employment and Housing Commission

The Fair Employment and Housing Commission is a quasi-judicial body responsible for the promotion and enforcement of the state's civil rights laws concerning discrimination in employment, housing, and public accommodations; family, medical, and pregnancy disability leave; hate violence, and threats of violence. The seven members of the Commission are appointed by the Governor and confirmed by the Senate.

3-YR EXPENDITURES AND PERSONNEL YEARS

	Personnel Years			Expenditures		
	2010-11	2011-12	2012-13	2010-11*	2011-12*	2012-13*
10 Fair Employment and Housing Commission	5.0	5.0	2.5	\$833	\$1,144	\$580
TOTALS, POSITIONS AND EXPENDITURES (All Programs)	5.0	5.0	2.5	\$833	\$1,144	\$580
FUNDING				2010-11*	2011-12*	2012-13*
0001 General Fund				\$797	\$976	\$496
0995 Reimbursements				36	168	84
TOTALS, EXPENDITURES, ALL FUNDS				\$833	\$1,144	\$580

LEGAL CITATIONS AND AUTHORITY

Government Code, Division 3, Chapters 1 through 9 (Section 12900 et seq.).

MAJOR PROGRAM CHANGES

- Eliminate the Fair Employment and Housing Commission - The Budget includes a decrease of \$579,000 (\$495,000 General Fund) and 2.5 positions as a result of the elimination of the stand-alone Commission that handles appeals of employment and housing discrimination cases. Adjudication of employment and housing discrimination cases will be handled by a separate and distinct division of the Department of Fair Employment and Housing effectively eliminating the stand-alone Commission and consolidating workload.

DETAILED BUDGET ADJUSTMENTS

	2011-12*			2012-13*		
	General Fund	Other Funds	Personnel Years	General Fund	Other Funds	Personnel Years
Workload Budget Adjustments						
Other Workload Budget Adjustments						
• Employee Compensation Adjustments	-\$12	\$-	-	\$2	\$-	-
• Retirement Rate Adjustment	-1	-	-	-1	-	-
• Operational Efficiency Plan	-39	-	-	-38	-	-
Totals, Other Workload Budget Adjustments	-\$52	\$-	-	-\$37	\$-	-
Totals, Workload Budget Adjustments	-\$52	\$-	-	-\$37	\$-	-
Policy Adjustments						
• Eliminate the Fair Employment and Housing Commission	\$-	\$-	-	-\$495	-\$84	-2.5
Totals, Policy Adjustments	\$-	\$-	-	-\$495	-\$84	-2.5
Totals, Budget Adjustments	-\$52	\$-	-	-\$532	-\$84	-2.5

PROGRAM DESCRIPTIONS

10 - FAIR EMPLOYMENT AND HOUSING COMMISSION

The Commission adjudicates cases brought before it by the Department of Fair Employment and Housing, promulgates regulations that interpret the Fair Employment and Housing Act, sponsors and analyzes legislation on civil rights issues, provides technical assistance to the Governor and the Legislature, and provides education and outreach to encourage compliance with the Fair Employment and Housing Act. The Budget proposes the elimination of the Commission, effective January 1, 2013.

* Dollars in thousands, except in Salary Range.

1705 Fair Employment and Housing Commission - Continued

DETAILED EXPENDITURES BY PROGRAM

		2010-11*	2011-12*	2012-13*
PROGRAM REQUIREMENTS				
10	Fair Employment and Housing Commission			
	State Operations:			
0001	General Fund	\$797	\$976	\$496
0995	Reimbursements	36	168	84
	Totals, State Operations	\$833	\$1,144	\$580
TOTALS, EXPENDITURES				
	State Operations	833	1,144	580
	Totals, Expenditures	\$833	\$1,144	\$580

EXPENDITURES BY CATEGORY

	1 State Operations			Expenditures		
	Positions/Personnel Years					
	2010-11	2011-12	2012-13	2010-11*	2011-12*	2012-13*
PERSONAL SERVICES						
Authorized Positions (Equals Sch. 7A)	5.0	5.0	5.0	\$422	\$462	\$473
Total Adjustments	-	-	-2.5	-	-	-229
Net Totals, Salaries and Wages	5.0	5.0	2.5	\$422	\$462	\$244
Staff Benefits	-	-	-	123	149	74
Totals, Personal Services	5.0	5.0	2.5	\$545	\$611	\$318
OPERATING EXPENSES AND EQUIPMENT				\$288	\$533	\$262
TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)				\$833	\$1,144	\$580

DETAIL OF APPROPRIATIONS AND ADJUSTMENTS

1 STATE OPERATIONS		2010-11*	2011-12*	2012-13*
0001 General Fund				
APPROPRIATIONS				
001	Budget Act appropriation	\$1,055	\$1,028	\$496
	Allocation for employee compensation	1	2	-
	Adjustment per Section 3.60	8	-1	-
	Adjustment per Section 3.90	-43	-14	-
	Adjustment per Section 3.90(b)	-2	-	-
	Adjustment per Section 3.91 (b) Cell Phone Reductions	-	-1	-
	Adjustment per Section 3.91 (b) Rental Rate Reductions	-	-6	-
	Adjustment per Section 3.91 (b) Operational Efficiency Plan	-	-32	-
	Adjustment per Section 15.30	-1	-	-
	Totals Available	\$1,018	\$976	\$496
	Unexpended balance, estimated savings	-221	-	-
	TOTALS, EXPENDITURES	\$797	\$976	\$496
0995 Reimbursements				
APPROPRIATIONS				
	Reimbursements	\$36	\$168	\$84
	TOTALS, EXPENDITURES, ALL FUNDS (State Operations)	\$833	\$1,144	\$580

CHANGES IN AUTHORIZED POSITIONS

* Dollars in thousands, except in Salary Range.

1705 Fair Employment and Housing Commission - Continued

	Positions/Personnel Years			Expenditures		
	2010-11	2011-12	2012-13	2010-11*	2011-12*	2012-13*
Totals, Authorized Positions	5.0	5.0	5.0	\$422	\$462	\$473
Workload and Administrative Adjustments:				Salary Range		
Reductions in Authorized Positions:						
Commission Members	-	-	-	100/day	-	-9
Exec & Legal Affairs Secretary	-	-	-0.5	9,597-10,580	-	-61
Hearing Officer I	-	-	-1.0	7,494-9,063	-	-102
Staff Services Manager I	-	-	-0.5	5,079-6,127	-	-35
Sr Legal Typist	-	-	-0.5	2,589-3,516	-	-22
Totals, Workload & Admin Adjustments	-	-	-2.5	\$-	\$-	-\$229
Total Adjustments	-	-	-2.5	\$-	\$-	-\$229
TOTALS, SALARIES AND WAGES	5.0	5.0	2.5	\$422	\$462	\$244

* Dollars in thousands, except in Salary Range.